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EXTRAORDINARY

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HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 26th June, 2025

No. 11/31/2025–4 Lab.— In exercise of the powers conferred by the proviso to clause (b) of sub-section (1) of Section 66 of Factories Act, 1948 (Central Act 63 of 1948) read with Labour Department notification no.11/6/2022-4Lab dated 17.6.2022, the Governor of Haryana hereby allow **M/s NESTLE INDIA LIMITED, Unit-I & II, PO Box- 1, Pattikalyana Kiwana Road, Samalkha, District: Panipat-132101** for employment of women workers between the hours of 07:00P.M. to 6:00A.M. The said exemption shall be valid up to 20th June, 2026, subject to the following conditions, namely:-

1. Declaration/consent from each women worker including security guard, supervisors, shift - in-charge or any other women staff to work during night shift i.e. between 07.00 PM to 06.00 AM shall be obtained.

2. The provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder or any other law or any other instructions *I* conditions issued in this regard from time to time by the Central Government or State Government, shall be complied with by the occupier of the factory.

3. The occupier should provide proper lighting and CCTV cameras not only inside the factory, but also surrounding of the factory and to all places where the female workers may move out of necessity in the course of her work.

4. The occupier or manager shall see that the women workers are employed in a batch of not less than four.

5. The Occupier shall provide transportation facility to the women workers from their residence and back. Security guards (including female security guard), well trained & responsible drivers, proper communication channels shall be provided in each vehicle. Other practical measures such as installation of CCTV cameras, GPS etc. may also be provided in each vehicle to ensure the safety and security of women workers.

   Provided that a women worker may opt out of transportation facility by giving her consent if she is willing to come to workplace by herself. Provided further that the occupier may pool the transportation facility by tie-up with the external transporters.

Provided further that in the case or the driver employed through outsourcing, the management shall ensure to its satisfaction that the collection or Bio-data and conduct pre-employment screening of the antecedents of the drivers carried out by the service provider.

6. At least one female security guard shall be provided in the factory during the night shift.

7. Appropriate medical facility by engaging a doctor / female nurse shall be provided during the night shift. However, the occupier may pool the ambulance services and other necessary medical facilities by tie-up with the nearby hospital to meet any emergent situation during the night shift. The important telephone numbers such as hospitals, Ambulance, Police etc. shall also be displayed at prominent places.

8. In other respects, the provisions or the Factories Act. 1948 and the Rules of other statutory provisions with respect to the hours of work, rest intervals, holidays, separate canteen or rest room facility for women workers, the provisions of Payment or Equal Remuneration Act and all other Labour Legislations shall be followed by the occupier of the factory.

9. An express report should also be sent to the concerned Assistant Director, Industrial Safety & Health and local Police Station as well, whenever there is some untoward incident.

10. Any other condition may be specified in this regard by the State Government from time to time.

All the above said conditions shall be applicable to the management of the factories where women workers are working in the factories.

RAJEEV RANJAN,
Principal Secretary to Government Haryana,
Labour Department.

11941—C.S.—H.G.P., Pkl.